

# Police Chief

## THE IDEAL CANDIDATE

The City of Carlsbad is looking for a proactive, visible leader with a collaborative, engaging, management style and an understanding of contemporary, innovative methods of policing.

The continued improvement and development of the department and its commitment to community policing will be a major theme for the new Police Chief. He/she will be comfortable taking a leadership role in the community and possess a demonstrated ability to do so.

Working closely with the City Manager, the Police Chief will be an experienced, tested leader who has the ability to build on the success the department has enjoyed over the years. The new Police Chief will require the right blend of skills to navigate these challenging times and build a bridge to the future. Highly developed communication skills and effective interpersonal skills balanced by a sense of humor are a must for this position. The ideal candidate should be politically astute, but apolitical. Candidates who take an honest interest in the community and who are willing to listen to the concerns of community members will flourish in Carlsbad.

The successful candidate will have a demonstrated track record of leading by example, building team spirit, inspiring excellence and participative decision-making. Candidates must be able to thrive in an environment where they will face many challenges as he/she retools the Carlsbad Police Department to meet the needs of the community for tomorrow. A high level of energy, physical stamina and engagement will be required as this is a hands-on Police Chief position. Candidates must be able to thrive in an environment where innovative thinking, improvisation, and personal courage are necessary to deal with crucial issues facing the City and the department.

The new Police Chief should serve as an example to staff, setting a high standard and encouraging life-long learning. The ideal candidate will have an understanding of training and staff development, including methods to develop staff for increased leadership opportunities.

The new Police Chief must be willing to be involved in more than just the operations of the Police Department. He/she will be a member of the City's leadership team and will be involved in decisions affecting the overall organization and the community's health. Along with focusing his/

**Annual Salary**  
\$124,300 – \$180,300

**First Review**  
November 10, 2009



her time on the department's needs and issues, the incoming Police Chief will participate in organization-wide policy decisions.

The City and Department are looking for a Chief who takes initiative and instills the department's values at all organizational levels.

Along with being visible in the community, the new Chief should have a strong understanding of the concepts and practices of crime prevention and control through community-oriented policing.

Candidates should have a Bachelor's Degree in Criminal Justice, Public Administration, or a related field. Ideally, candidates will have supplemented their Bachelor's Degree with a Master's Degree and/or executive level POST, Command College or FBI National Academy.

### Compensation

The salary for the position is \$124,300 to \$180,300 depending upon the qualifications and experience of the selected candidate.

#### In addition, the following benefits are provided:

- Medical, dental and life insurance
- Paid leave, including 11 holidays, one flexible holiday, vacation (with a maximum accrual of 320 hours) 56 hours of annual executive leave, sick leave, and a deferred compensation program
- Vehicle allowance; paid professional memberships
- Voluntary participation in an AD&D plan, and participation in the CalPERS Retirement Plan 3% at 50 with the City paying 8% of the employee's retirement contribution.

## SELECTION PROCESS

### FIRST APPLICATION REVIEW NOVEMBER 10, 2009

Each candidate's background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate's preparation for this position. The application process requires an application and a detailed resume. Only the more qualified applicants will be invited to participate in the selection process. Final interviews will be conducted by the City Manager or designee.

### How to Apply

Interested candidates can apply for this position and obtain additional information at:

#### City of Carlsbad HR Department

1635 Faraday, Carlsbad, CA 92008  
Phone (760) 602-2440 Fax (760) 602-8554  
E-mail: [hr@carlsbadca.gov](mailto:hr@carlsbadca.gov)  
[www.carlsbadca.gov](http://www.carlsbadca.gov)

We encourage you to use the city's online application process



The City of Carlsbad is an Equal Opportunity/ADA Employer and values diversity at all levels of the organization.





The City of Carlsbad, Calif., is a scenic coastal community of 105,000 residents located 35 miles north of the City of San Diego and 25 miles south of Orange County. The City of Carlsbad is known for its strong leadership and fiscal discipline as well as successfully balancing tourism, employment, light industry, the environment and a high standard of living.

Covering nearly 42-square miles, the City of Carlsbad is approaching build out. Thanks to an award winning growth management plan, the city features infrastructure and services that keep pace with development and promote an excellent quality of life. Fully 40 percent of the city has been set aside as permanent open space. Three lagoons, 35 miles of hiking trails and nearly seven miles of coastline are just part of what makes the city an appealing place to live, work and play. Some of Carlsbad's unique features include:

- **Legoland** California is located on 128 beautifully landscaped acres in the center of Carlsbad. This family theme park features more than 50 rides and activities for children ages 2-12. More than 30 million LEGO bricks were used to create over 1,000 LEGO models that fascinate kids and kids at heart.
- A tribute to Carlsbad's agricultural roots, the world famous **Flower Fields** draw more than 200,000 visitors each spring when more than 50 acres of red, orange, yellow and pink ranunculus burst into bloom.
- Carlsbad is well known as the **golf capital of the world**, and is the home of two world class golf resorts, La Costa Resort and Spa and Four Seasons Resort Aviara, and more than 30 golf industry businesses, including the headquarters of Callaway Golf and TaylorMade Adidas.
- Carlsbad's thriving and **diverse local economy** also includes high-tech, multi-media, health care and biotechnology corporations. The City of Carlsbad is proud to serve as the headquarters of large corpora-

tions such as ViaSat, Jenny Craig, Upper Deck, No Fear, Rubios Mexican Grill, the National Association of Making Music, Gemological Institute of America and Isis Pharmaceuticals.

- Carlsbad's **downtown village** is a city redevelopment success story, providing the charm of a European village with shopping, quaint restaurants and professional services. The Carlsbad Village Street Faire, held the first Sundays in May and November, is the largest single-day street fair in California.
- During the summer months, thousands of jazz enthusiasts bring their picnic baskets, friends and families to enjoy free concerts under the stars at one of Carlsbad's beautiful community parks. The **TGIF Jazz in the Parks** concerts will celebrate their 25th year next summer.
- The Carlsbad Health and Wellness Weekend is a celebration of healthy living, and features the Carlsbad Triathlon, the longest-running municipal triathlon in the West, rated one of the top five triathlons in the world. More than 10,000 people come each year to celebrate the magic of the ocean.

## A Great Place to Live and Work

The City of Carlsbad is recognized by the San Diego Society for Human Resources Management and the Employers Group for workplace excellence and was named one of the best places to work in San Diego. It's also a great place to live. With all the amenities of a large city, Carlsbad has maintained a strong sense of community and citizen connection to government. Annual surveys show a high level of confidence in city government and great satisfaction with city services.

A superb climate, quality schools, a vibrant and revitalized downtown and a wide variety of neighborhoods help make Carlsbad one of the most livable communities in the country. The Carlsbad Unified School District consistently ranks among the Top urban school districts in the country. The city also boasts excellent libraries, arts and culture, and an excellent public safety record.



Carlsbad Police Department is a full-service police department that prides itself on its strong partnership with the community. Through the hard work and dedication of the men and women of the police department, and the support of City Council members and the community, Carlsbad continues to be a safe community to live, work, and play.

- With an annual FBI index crime rate of 24.9, Carlsbad has one of the lower crime rates among San Diego County's 18 cities.
- Carlsbad Police Department continues to meet its response time benchmark with an average priority one response time of less than six minutes; the average response time for all calls combined continues to be less than 30 minutes.
- Carlsbad residents report high satisfaction with police services; recent survey results indicate that over 90% of the residents are satisfied with police services.
- The department has 162 full time positions, 115 sworn and 47 civilian, who work out of the Carlsbad Public Safety Center, a centrally located, 53,600 square foot facility. The department's 2009/10 operating budget totals \$27,924,000.

- The department consists of uniformed patrol, detectives, K-9, motorcycles, beach patrol, traffic, vice and narcotics. More than 110 community volunteers support the department through a variety of positions and programs.
- The Carlsbad Police Department has defined community policing as a philosophy, management style and organization strategy that promotes proactive problem-solving and police/community partnerships. The department fully embraces regional cooperation, provides leadership to regional committees and commits staff to regional task force efforts.

The employees of the Carlsbad Police Department are a team that values close working relationships in a collegial, caring environment. They like what they do; look forward to coming to work each day and perform their duties with a commitment to professional excellence.

## Opportunities & Challenges

Some of the top priorities for the Police Department are to:

- Implement the new property and evidence system
- Implement the new digital evidence storage system
- Continue to streamline the special event permit process
- Address police records management system by determining which system best meets the needs of the department.
- Balance the operational needs with the budget/resource constraints and determine how to best maintain the service levels given the state of the budget locally as well as statewide
- Review the increasing demand for technology and ensure effective implementation
- Reaffirm the culture and direction of the organization

